



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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DAVID E. JANSSEN
Chief Administrative Officer

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July 30, 2003

To: Supervisor Yvonne Brathwaite Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen
Chief Administrative Officer

**DEPARTMENT OF CHILDREN AND FAMILY SERVICES' (DCFS) REQUEST TO
APPOINT MANAGEMENT POSITION – DEPUTY DIRECTOR, CHILDREN & FAMILY
SERVICES**

Consistent with the August 4, 1998 Board-approved policy on management appointments, we received a request from DCFS to appoint Jackie Acosta to the position of Deputy Director at an annual salary of \$126,577 per month – 3rd quartile of R14). The item is fully funded in DCFS' FY 2003-04 Adopted Budget and is vacant. Attached is a copy of the Department's organizational chart for your reference. The organizational chart is a draft of DCFS' proposed reorganization which has not yet been finalized by the department and submitted to my office for approval.

Ms. Acosta will be responsible for Services Bureau 3. At this time, it is anticipated that this bureau will include SPA 1, SPA 3, Permanency Teams, Wraparound and Systems of Care.

Ms. Acosta has been an employee of the Department of Mental Health (DMH) for seven years, most recently overseeing operations in DMH Service Areas 1 and 3 and DMH's children's programs countywide. Although your Board approved a reaffirmation and expansion of our current hiring/promotion freeze policy, we recommend approval of the department's request. As you know, the department has had several interim Deputy Directors for an extended period of time, but permanent leadership is needed.

Each Supervisor
July 30, 2003
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The requested annual salary of \$126,577 (which is 5 percent above control point) will provide a 10 percent salary increase for Ms. Acosta. Based on Ms. Acosta's experience and Ph.D. in Clinical Psychology, we concur with the Department's request to appoint Ms. Acosta to the position of Deputy Director at an annual salary of \$126,577 effective August 13, 2003.

In accordance with the policy on managerial appointments, unless we hear otherwise from your offices by August 12, 2003, we will notify Dr. Sanders that he is authorized to proceed with the appointment of Ms. Acosta.

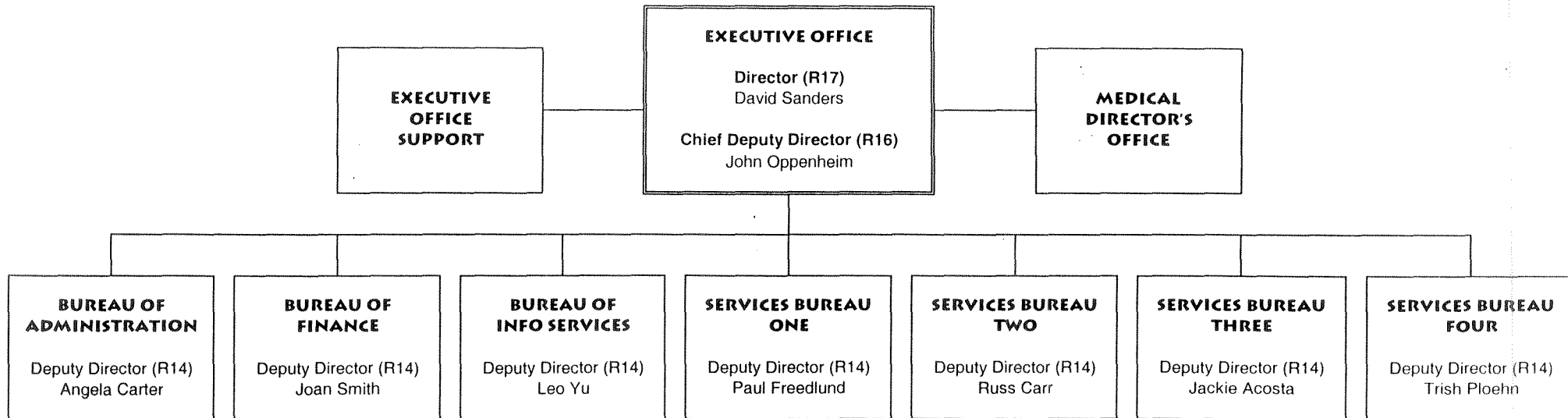
Please let me know if you have any concerns about this appointment, or your staff may contact Claudine Crank of this office at (213) 974-2356.

DEJ:DL
KH:CC:kd

Attachments

c: Executive Officer, Board of Supervisors
Director, Department of Children and Family Services
Director of Personnel

**LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES
PROPOSED ORGANIZATION STRUCTURE (AS OF JULY 23, 2003)**



CURRICULUM VITAE

Jackie Acosta, Ph.D.
PSY 15660

PERSONAL INFORMATION

Professional Licensure: Licensed Psychologist # PSY 15660 (CA)

Languages Spoken: Bilingual: English/Spanish

EDUCATIONAL HISTORY

<u>Degrees Conferred</u>	<u>Institution</u>	<u>Subject</u>
Ph.D., 1995 M.A., 1992	California School of Professional Psychology, Los Angeles	Clinical Psychology, Multicultural Community/Clinical Proficiency
(Dissertation: Psychologist's Self-Assessment of Multicultural Competence)		
B.A., 1986 Cum Laude	University of California, Los Angeles	Psychology

CLINICAL AND ADMINISTRATIVE EXPERIENCE

Los Angeles County Department of Mental Health Los Angeles, California

January 1996 to Present

Mental Health Clinical District Chief: July 2000-Present

Current Salary: \$109,000

Unit Budget: 49 Million
Staffing: 628 FTE's

- ♦ Functional Second in Command to Deputy Director whose responsibilities include Service Areas 1 and 3 and all Countywide Children's Programs.
- ♦ Actively participate on a variety of internal, interdepartmental and community based committees that address issues related to the development of countywide initiatives & policies. Most recently this has included the integration of System of Care and Wraparound, the development of Permanency Teams, the planning for expansion of EPSDT services and the closure of MacLaren Children's Center.

- ♦ Insure a quick and thorough response to Board and interdepartmental requests on an emergent basis.
- ♦ Manage all contract and administrative issues for Countywide Children's Bureau. This includes direct supervision of Mental Health Analysts responsible for budget, personnel, contracts and data/outcomes.
- ♦ Promote effective interagency and interdepartmental collaboration (e.g., DCFS, Probation, Regional Center, Schools and Community Based Organizations) across a broad service continuum.
- ♦ Support development of effective partnerships with parents and families, Community Based Organizations, and other health and human service agencies.
- ♦ Previously responsible for overall management of child, adult and older adult mental health services in Service Area 3, San Gabriel and Pomona Valley.
- ♦ Provide oversight, direction and monitoring for over 30 county-contracted providers totaling over 130 million dollars in revenue.
- ♦ Provide oversight for Arcadia Mental Health Center, which employs 65 staff and provides adult outpatient services including transitional youth services, PMRT, ATCMS, Dual Diagnosis Services and other rehabilitative services.
- ♦ As a designated Departmental Representative, actively participate in Service Planning Area Councils (SPAC) and Service Area Advisory Committees (SAAC).
- ♦ Direct the development of new and expanded programs and services (e.g., Children's Crisis Teams, School Based Services, System of Care/Wraparound Programs & Dual Diagnosis Services), including supervision of RFP process where applicable.
- ♦ Provide direct supervision for Clinical Program Head, Mental Health Analyst, Clerical Staff and an array of Mental Health Service Coordinators.

Mental Health Clinical Program Head: July 1998 to July 2000

Unit Budget: 12 Million

Staffing: 160 FTE's

- ♦ Managed and supervised the development of new and expanded programs and services (e.g., Children's Crisis Teams, School Based Services, System of Care Programs & Dual Diagnosis Services), including coordination of RFP process where applicable.
- ♦ Provided oversight, direction and monitoring of county-contracted providers relative to staffing, budget, program implementation and general contract compliance.
- ♦ Promoted effective interagency and interdepartmental collaboration (e.g., DCFS, Probation, Regional Center and Schools) across a broad service continuum.
- ♦ Actively participated in Service Planning Area Councils (SPAC) and Service Area Advisory Committees (SAAC).
- ♦ Directly supervised Children's Mental Health Coordinators and Clerical Staff.
- ♦ Supported the development of effective partnerships with parents and families, Community Based Organizations, and other health and human service agencies.
- ♦ Provided Coverage for Mental Health Clinical District Chief responsible for overall management of a geographic area.

Children's Mental Health Coordinator: January 1997 to July 1998

- ♦ Responsible for overall contract monitoring during 1998, i.e., conducted detailed review of all new contract negotiation packets including analysis of budget, staffing patterns, and program descriptions and provided consultation and technical support on an as needed basis.
- ♦ Investigated and reported consumer complaints in both English and Spanish
- ♦ Investigated and reported contract compliance issues related to units of service, staffing and overall compliance with Short-Doyle/Medi-Cal regulations vics-a-vi clinical chart reviews.
- ♦ Participated in community meetings, including Service Area Advisory Committee and Service Planning Area Council, on an as needed basis.
- ♦ Responsible for overall management of East Los Angeles System of Care (SOC), including planning, developing and coordination of program and services during 1997.
- ♦ Facilitated Interagency Screening Committee and monitored contract agency providing intensive in-home mental health services.
- ♦ Developed collaborative relationships with public and private agencies and parent partners.
- ♦ Coordinated and provided cross training and training for SOC staff.
- ♦ Acted as DMH liaison to Family Assessment Services Team (FAST), a DCFS interagency collaborative focusing on children at risk due to gang violence.

**East Los Angeles Mental Health Services (Formerly El Centro Human Services Corp.)
Clinical Psychologist II: September 1995 to January 1997**

- ♦ Participated in Planning and Implementation of SOC in Greater East Los Angeles.
- ♦ Responsible for overall management of program during 10-month period of transition.
- ♦ Developed public-private community based partnerships.
- ♦ Provided intensive in-home individual and family therapy for children and adolescents at risk of out of home placement and facilitated weekly parent support group in English/Spanish.
- ♦ Collaborated and provided consultation to the Department of Children and Family Services, Schools, Probation, Regional Center and other community agencies where appropriate.
- ♦ Participated in System of Care multidisciplinary screenings as needed with the purpose of evaluating appropriateness of program to meet client's individual needs.
- ♦ Coordinated services with Mental Health Resource Specialist to address socialization and case management needs and provided individual and group supervision to same.
- ♦ Developed tracking system for evaluative measures.

OTHER WORK EXPERIENCE

**Los Angeles Unified School District
Los Angeles, California**

September 1987 to June 1990

- ♦ Substitute Teacher for Elementary Schools from September 1989 to June 1990.
- ♦ Elementary School Teacher for School Readiness Language Development Program
September 1987 to June 1989.

RELATED COMMITTEES, PRESENTATIONS AND TRAININGS

Acosta, J. (July 2000-Present). Monthly presentation provided on Team Building for Effectiveness for LAC—DMH Orientation for new employees. Los Angeles, CA.

Participant in Statewide Executive Leadership Training (September 2002-Present) and Leadership Essentials for County Managers (April 2000-June 2000)

Member of Comprehensive Community Care Structure Committee (January 2000-June 2000) and Credentialing Review Committee (October 1999-October 2001). LAC- DMH.

Acosta, J., Ph.D. & Celis, O., M.S.W./M.P.I. (May 1999). Training Provided on Self-Esteem at Los Angeles County Department of Children Services Foster-Parent Spring Training Series. Universal City, CA.

Herrera, N., Ph.D. & Acosta, J. Ph.D. (May 1999). Training Provided on Mental Health Services Among Latinos to UCLA School of Public Health course entitled "Health, Disease, and Health Services in Latin America". Los Angeles, CA.

Acosta, J., Ph.D. et. al. (January 1997 to November 1998). Trainings Provided on System of Care to LAUSD, Roybal Child and Family Services, Dorothy Kirby Center, DCFS, Margarita Mendez Children's Mental Health Center, County Commissioners. Los Angeles County, CA.

Acosta, J., Ph.D., Carrera, E., L.C.S.W., Zasuda, H., Ph.D, Moran, L., M.S.W., Flores, M., M.S.W., Prieto, M., M.S.W., Peraza-Mendoza, Y., B.A., Diaz, C., Parent Partner (November, 1997). Developing a System of Care With and For Latino Families. Presentation made at The Annual Latino Social Work Network Conference. Costa Mesa, CA



DAVID SANDERS, PH.D.
Director

County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES
425 Shatto Place, Los Angeles, California 90020
(213) 351-5602

July 24, 2003

Board of Supervisors
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Fifth District

To: Sharon Harper, Assistant Chief Administrative Officer
Chief Administrative Office

From: David Sanders, Ph.D.
Director

AUTHORITY TO PROMOTE DEPUTY DIRECTORS

To implement the Service Planning Area (SPA) based delivery system as directed by the Board, in December 2002 the Board approved the reorganization of the Bureau of Children & Family Services. This replaced the single bureau of 3,827 employees under a Sr. Deputy Director and two Sr. Division Chiefs with three bureaus, each headed by a Deputy Director. Having concluded the recruitment process to fill these three positions, I am requesting authorization to appoint the following individuals:

Russell Carr and Patricia Ploehn - DCFS
Jacqueline Acosta - Department of Mental Health

Included in the formation of the three bureaus was a greatly expanded role and expectation of the Department to be implemented through each new Deputy Director. Specifically, to develop and implement several major initiatives to improve consistency and quality of decision making; to ensure for prompt permanence for children; to establish community-based and neighborhood-based shelter and foster care options and; to establish an effective decentralized delivery system of community-based and family-centered services.

To ensure for a salary commensurate with the expanded job expectations, to provide for a rate representing a level appropriately higher than existing subordinate level managers, and to the extent possible, provide a rate that represents equity amongst Deputy Directors in like DCFS organizational operations, I am seeking authorization for the following salary rates as provided for under County Code provisions for MAP Managers.

Appoint both Mr. Carr and Ms. Ploehn to Deputy Director, DCFS Range 14 at an annual salary of \$115,000 (below the control point of the range). While this represents a 17.7% increase for Mr. Carr and a 27.5% increase for Ms. Ploehn, the \$115,000 rate remains the lowest of all Deputy Directors in DCFS.

Sharon Harper

July 23, 2003

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A salary rate of \$126,577 is requested for Jacqueline Acosta, which represents a 10% increase over her current salary.

A review of subordinate managers' salaries is provided on the attached salary chart. This includes Regional Administrators and Division Chiefs, subordinate managers to the proposed new Deputy Directors.

Your favorable reply is greatly appreciated. If additional information is needed, please contact me or Ginger Vadurro of Human Resources at 213 351-5524. I am anxious to announce the appointments as soon as possible.

DS:rc

Attachment